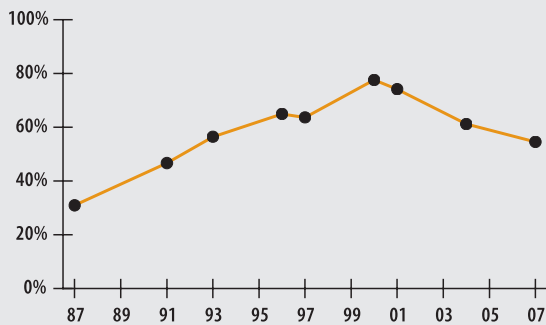
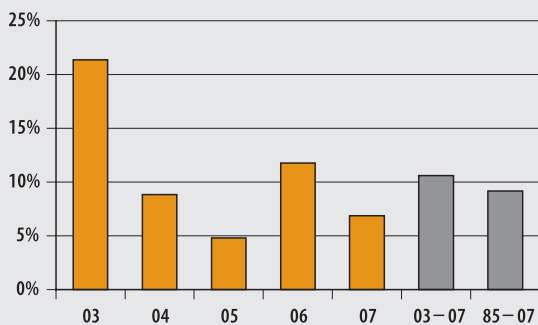


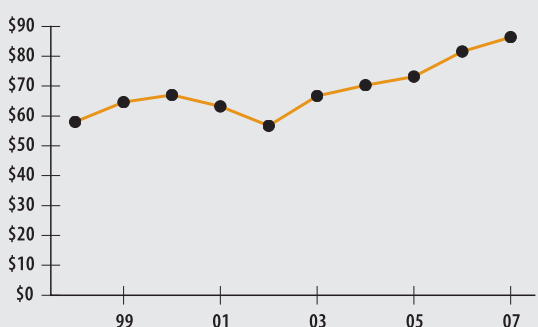
Funded Ratio (1987-2007)



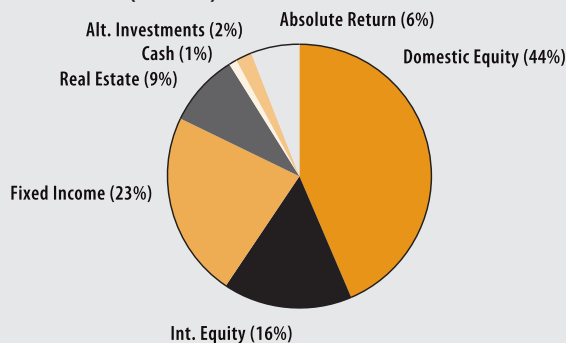
Investment Return (2003-2007, 5 Year and 23 Year Averages)



Asset Growth (1998-2007) (Market Value in Millions)



Asset Allocation (12/31/07)



ACTUARIAL

• Funded Ratio	54.6%
• Date of Last Valuation	01/07
• Actuary	PERAC
• Assumed Rate of Return	8.00%
• Funding Schedule	4.5% Increasing
• Year Fully Funded	2028
• Unfunded Liability	\$66.5 M
• Total Pension Appropriation (Fiscal 2008)	\$5.4 M

	Active	Retired
• Number of Members	701	399
• Total Payroll/Benefit	\$29.3 M	\$7.7 M
• Average Salary/Benefit	\$41,700	\$19,200
• Average Age	45	72
• Average Service	11.2 years	NA

INVESTMENT

Domestic Equity

- New Amsterdam Partners, LLC
- DCM Small Cap Equity Fund

International Equity

- Brandes International Equity Trust

Domestic Fixed Income

- Bradford & Marzec Strategic High Yield Portfolio
- Wells Capital Management Total Return Bond Fund

Real Estate

- RREEF America REIT II
- Sentinel Realty Partners IV

Alternative Investments

- BlackRock Diversified Private Equity Program III

Absolute Return

- PRIT

Consultant

- Segal Advisors

Custodian

- State Street

► 2007 Return	6.88%
► 2007 Target	8.50%
► 2007 Market Value	\$86.4 M
► 2003-2007 (Annualized)	10.60%
► 1985-2007 (Annualized)	9.18%